



Chicago & Vicinity Laborers' District Council

Pension Fund

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September 2023

Dear Participant:

The Board of Trustees is pleased to announce a benefit improvement to the Chicago & Vicinity Laborers' District Council Pension Plan ("Pension Plan") that was effective June 1, 2023. Please review this letter (and attached amendment to the Pension Plan's Summary Plan Description) to learn more about these benefit improvements. Keep this communication with your records for future reference.

Increase in Benefit Accrual Rate – Effective June 1, 2023

At their May 8, 2023 meeting, the Board of Trustees approved the following increase to the Benefit Accrual Rates, effective June 1, 2023:

From: \$114 for Pension/Bonus Credits earned on or after June 1, 2023.

To: \$117 for Pension/Bonus Credits earned on or after June 1, 2023.

In order to be eligible to receive the increased Benefit Accrual Rate of \$117 for Pension/Bonus Credits you earned prior to June 1, 2023, you must satisfy one of the following conditions:

- You earned at least ½ Pension Credit between June 1, 2021 and May 31, 2023 and you retire either: (a) on or after June 1, 2023 or (b) between June 1, 2022 and May 31, 2023 and worked at least 250 hours in Covered Employment in the Plan Year ending May 31, 2023; or
- You earned less than ½ Pension Credit between June 1, 2021 and May 31, 2023 and you work at least 1,000 hours in Covered Employment in each of two consecutive Plan Years between June 1, 2023 and May 31, 2028 and you retire on or after June 1, 2023.

For the increase in Benefit Accrual Rate, please keep in mind that Pension/Bonus Credits earned before a period of five consecutive Plan Years in which you fail to earn at least ½ Pension Credit will not be eligible for an increase in the Benefit Accrual Rate, but will be multiplied by the applicable Benefit Accrual Rate in effect when those Pension/Bonus Credits were earned.

Required Beginning Date – Effective January 1, 2023

Benefits under the Plan must commence no later than the April 1 of the calendar year following the calendar year in which you attain age 73 (or age 72, if you were born between July 1, 1949 and December 31, 1950; or age 70½, if you were born before July 1, 1949).

Small Benefit Payment – Effective January 1, 2024

If the present value of your vested pension benefit is \$7,000 or less, it will be paid out to you in a single payment. If it is \$1,000 or less, it will be paid to you as a single lump sum (with any mandated federal tax withholding deductions). If it is between \$1,000 and \$7,000, you may elect to rollover the amount to your IRA account(s).

This letter (and attachment) explains the modifications made to the Pension Plan and should be inserted into the Summary Plan Description booklet you previously received. In the event there is a conflict between these documents and the official Pension Plan documents, the provisions contained in the official Pension Plan documents shall control.

If you have any questions about any of these benefit improvements, please contact the Pension Department at (708)562-0200, ext. 530.

Sincerely,

The Board of Trustees

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(708) 562-0790

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SUMMARY OF MATERIAL MODIFICATIONS TO THE SUMMARY PLAN DESCRIPTION (2009 EDITION) EFFECTIVE AS OF JUNE 1, 2023

Effective **June 1, 2023**, the Benefit Accrual Rate was increased. The Summary Plan Description (2009 Edition) for the Chicago & Vicinity Laborers' District Council Pension Plan is updated as follows: the two charts below replace the charts currently found in the "**Regular Pension Calculation**" section on page 16 and the boldface rows in the 2nd chart are added to the the top chart in the "**Appendix**" on page 38 (**boldface rows indicate changes since 2009**).

Regular Pension Calculation

Your monthly pension benefit will be based on your total number of Pension and Bonus Credits multiplied by the Benefit Accrual Rate in effect at the time you earned your credits. The following chart shows recent Benefit Accrual Rates. For Benefit Accrual Rates prior to June 1, 2008, see Appendix on page 38 of the Summary Plan Description (2009 Edition).

Pension and Bonus Credits earned on or after:	Benefit Accrual Rate:
June 1, 2023	\$117.00
June 1, 2021	\$114.00
June 1, 2019	\$111.00
June 1, 2008	\$107.00

However, if you meet certain requirements, you may be able to increase the Benefit Accrual Rate associated with your past Pension and Bonus Credits as follows:

If You Earned ½ Pension Credit Between	OR You worked at least 1,000 hours in each of two Consecutive Plan Years Between	AND You Retire On or After	Past Pension and Bonus Credits Are Multiplied By This Monthly Pension Benefit Accrual Rate
June 1, 2021 and May 31, 2023	June 1, 2023 and May 31, 2028	June 1, 2023	\$117.00
June 1, 2020 and May 31, 2022	June 1, 2022 and May 31, 2027	June 1, 2022	\$114.00
June 1, 2019 and May 31, 2021	June 1, 2021 and May 31, 2026	June 1, 2021	\$111.00
June 1, 2017 and May 31, 2019	June 1, 2019 and May 31, 2024	June 1, 2019	\$109.00
June 1, 2006 and May 31, 2008	June 1, 2008 and May 31, 2013	June 1, 2008	\$107.00

Note: If you meet all other eligibility requirements for the increased Benefit Accrual Rate and retire during the Plan Year immediately before the date in the third column of the chart above, you will be eligible for the increased Benefit Accrual Rate if you worked at least 250 hours in Covered Employment in that same Plan Year.

Note: If you have incurred a period of five or more Plan Years in which you failed to earn at least 1/2 Pension Credit, the "Benefit Accrual Rates for Separate Periods of Employment" section on page 17 of the Summary Plan Description (2009 Edition) will apply.

Effective **January 1, 2023**, the following paragraph replaces the paragraph titled "**If You Work Past Your Normal Retirement Age**" found on page 15 of the Summary Plan Description (2009 Edition):

You may elect to delay receiving pension benefits past your Normal Retirement Age and if you do, your monthly pension benefit will be actuarially increased for each complete calendar month past your Normal Retirement Age during which you are not working in Disqualifying Employment. However, pension benefits will begin no later than the April 1 of the year that follows the calendar year in which you attain age 73.

Effective **January 1, 2024**, the following sentences replaces the 1st sentence in the 1st paragraph in the "**Small Benefit Payment**" section found on page 25 of the Summary Plan Description (2009 Edition):

If the present value of your vested pension benefit is \$7,000 or less, it will be paid to you as a single lump sum. If the present value of your vested pension benefit is greater than \$1,000 and less than or equal to \$7,000, you may elect to rollover the amount to your IRA account(s).